

HOUSE BILL 1658
By DeBerry J

AN ACT to amend Tennessee Code Annotated, Title 8, relative to state employment.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 8-30-320, is amended by adding the following language as a new, appropriately designated subsection:

(g) If a reduction-in-force is necessary for any reason, including furloughs, layoffs or the elimination of positions, the following priorities are established:

- (1) Termination of personal services contracts;
- (2) Retirement incentives to employees vested in the TCRS; and finally
- (3) Career service employees.

SECTION 2. Tennessee Code Annotated, Section 8-30-309(a)(2), is amended by adding the following language at the end of the subdivision:

Employment experience with the state shall be given more weight and used as the deciding factor for promotions when all other qualifying factors are equal.

SECTION 3. Tennessee Code Annotated, Section 8-30-214(a), is amended by designating the existing language as subdivision (1) and by adding the following language to be designated as subdivision (2):

(2) A competitive compensation system shall be implemented which recognizes each classification's actual responsibilities, education and experience required to perform the work. Such system shall also include a competitive compensation system for higher-education teachers and employees. In establishing such system, the commissioner shall consider the prevailing rates of pay established for comparable services performed in the surrounding southeastern states, local area municipal and county governments, and within the local area private sector. In addition, to compensate for experience, the compensation system shall include an automatic annual step increase.

SECTION 4. Tennessee Code Annotated, Title 8, Chapter 23, Part 2, is amended by adding the following language as a new, appropriately designated section:

8-23-209. There shall be no diminution of compensation or other benefits of any kind provided to state employees from that provided during the 2002-03 fiscal year.

SECTION 5. This act shall take effect upon becoming a law, the public welfare requiring it.